

the time, there was a dire need for medics and he volunteered. This altruistic act sparked the start of a career that has made life better for those around him. Dr. Clark's selflessness spills over into his personal life as well. He is an active member of the Morton community, serving as the local school doctor at sporting events, missing only one game in 43 years. Dr. Clark, you are to be admired for your service to the community, the Nation, and for being chosen Country Doctor of the Year. I join your family, friends, and colleagues in congratulating you on this honor.

RETIREMENT OF JOYCE NEWTON

Mr. HATCH. Mr. President, at the end of December, one of my charter staff members will be retiring. Joyce Newton has been on my staff since I took office as the Senator from Utah in January 1977.

As a freshman Senator, I was the beneficiary of Joyce's decade of previous experience as a caseworker for former Representatives Frank Horton and John Conlan and as a staffer at the Office of Management and Budget.

But, during these last 24 years, Joyce has helped countless Utahns with Social Security snafus, international adoptions, military transfers, and a whole host of other special needs and problems. Joyce has always been there to offer a sympathetic ear or to jump start a slow or reluctant bureaucracy.

Joyce has been known to come to the office in the wee hours of the morning in order to telephone an embassy halfway around the globe.

She has been known to telephone the same Federal caseworker three times in one day just to make sure a constituent's application was not buried under another pile of work resulting in a needless delay or missed deadline.

She has been known to go to bat for constituents even when the grounds for their congressional appeals were shaky.

And, Joyce has been tenacious. She has pursued cases as far as she could. If we were unsuccessful in resolving a constituent problem, it was never for lack of trying—it was only for lack of more avenues.

I remember the "Books for Bulgaria" project. How could we get literally hundreds of pounds of books to Bulgaria at little or no cost to be used by a nonprofit organization for educational outreach in that distressed country? This was not an easy problem. Joyce somehow managed to solve it.

I remember the young woman from England who needed specialized surgery to cure a rare condition that prevented her from walking. Doctors at the University of Utah had pioneered a new technique not available anywhere else, but various INS rules needed to be sorted out in order for her to come and

remain in our country long enough for recovery and rehabilitation. There is a woman able to walk today because Joyce got it done.

I have always had complete confidence in Joyce. When she phoned an agency, she was phoning for me. No Senator or Representative can possibly do this work by himself or herself. It takes dedicated, caring, and competent people to work through the various redtape entanglements that often ensnare our citizens.

These constituent service staffers too often work in the background. They don't attend signing ceremonies. They don't meet with celebrities or national leaders. They don't have bills and photographs, plaques or certificates on their office walls. Joyce Newton was one of these devoted individuals on Capitol Hill who labored quietly on behalf of the citizens of America. And, she got it done.

There are thousands of citizens in my State—seniors, children, service men and women, families, students—who may not remember Joyce Newton's name. But, they will always remember what she did for them.

We are sorely going to miss Joyce Newton on the Hatch staff. And, today I want to thank her publicly for all of her dedicated hard work over these last many years and wish her all the best in a much deserved, well-earned retirement.

BOB LOCKWOOD

Mr. HATCH. Mr. President, I pay public tribute to Bob Lockwood, who is finally retiring. I say "finally" because he has tried to leave at least twice previously, and I successfully prevailed on him to stay. But, this time, it looks as if he is really going to do it.

Bob came to my staff after a long and distinguished career in the Army, serving in many capacities, including in Vietnam and on the Secretary of Defense staff. Bob has many credentials making him unique among military officers. He is a lawyer, an engineer, and an economist. He found an organization—the U.S. Army—where he could put all of these qualifications to work. So, when he wanted to establish a second career in public policy, I benefited from a man who could wear many hats. It will probably take three people to replace him.

Bob had the complex portfolios of defense and trade as well as business liaison. The amazing thing is that he is expert in all these areas as well as tenacious and unwilling to let any issue slide. There may be a few people at the Pentagon and at USTR who will cheer his retirement if only because Bob will not be around to bug them. On the other hand, I know firsthand that Bob is universally respected for his knowledge, his integrity, and his professionalism. He has big shoes that will be hard to fill.

Over the years, he has helped me to foster business development in Utah, to prepare for the landmark debates we have had on trade, and to protect our great Hill Air Force Base and other military facilities from ill-advised and politically motivated cuts and closures. I will always be grateful for his yeoman effort on these projects. Utah is better off today for his dedication to these major issues.

Bob has also turned into a real Utahan during the years he has worked for me. Traveling to our State often during the year, he fell in love with Utah and the possibilities that abound there. At the end of the month, Bob will go from being my employee to being my constituent.

I wish him well as he is taking on the new challenge of retirement, one for which his wife may not be fully prepared. I know Bob to be successful at any project he takes on. I know he will drive his wife nuts if he stays home very much. But he won't. He is one of these guys who really works hard and makes every second of his life count. He is one of my dearest friends, and I love him.

DONNA DAY

Mr. HATCH. I also want to say a word about Donna Day.

Donna has been on my staff for 15 years. She has been a loyal and efficient staffer, working diligently on data entry. I don't quite know how we will fill the hole left in our correspondence management unit when she retires at the end of the month.

If the personnel office at any organization were to write down the attributes of the perfect employee, the list would describe Donna Day. She has worked tirelessly over these 15 years on my behalf. She is never late, rarely absent, and always pleasant. It seems that Donna never has a bad day. We have always been able to count on her day after day, year after year, to do an important job consistently well. And, I don't believe I have ever heard her complain about anything—not even the deluge of letters, cards, faxes, and e-mails we received during some very high profile debates.

Frankly, it is hard to imagine walking into our mailroom in January and not seeing her there sorting mail or working at the computer.

I have been blessed during my Senate tenure to have had excellent staff, not just in my policy and senior staff positions, but in the support roles as well. Donna has been such a staffer, and I will miss her.

I want to thank her for her many contributions to my office, congratulate her on a well-deserved retirement, and wish her all the best as she moves on to the next chapter in her life.

I want her to know how much I appreciate her and her colleague Joyce